

## Re: Message to the LEAP Executive Committee regarding January meeting

SG

Stephanie Eskins Gleason

Tue 1/2, 12:00 PM

Rennea Butler (rennea.butler.mma@gmail.com); Wayde Byard (Wayde.Byard@lcps.org); Maura Walsh-Copeland (



Reply |

Sent Items

Happy new year Rennea, Maura, and Wayde!

Thank you for agreeing to meet with the LEAP executive committee. We will coordinate our schedules during tomorrow's executive committee meeting and propose some dates and times that we hope will work for you.

After receiving the email from Wayde below on December 28, there has been a bit of confusion. These are some of the questions we have that we'd like to learn more about. We have the information Maura provided about LEAP processes on November 29, the bylaws, and the board roles and responsibilities. Based on Wayde's email, it sounds like there may be other information we should have.

We volunteer to enrich the educational experiences of the kids and have not purposely tried to break rules we seem to be accused of breaking. If you can help answer the questions below before our meeting, we will come informed and ready to move forward in the cooperative spirit that LEAP is founded on.

Best regards,  
Stephanie

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**From:** Stephanie Eskins Gleason <[eskins@hotmail.com](mailto:eskins@hotmail.com)>  
**Sent:** Monday, January 1, 2018 10:16 AM  
**To:** Tonya Mead; Michele Leffler; [corylsabrams@gmail.com](mailto:corylsabrams@gmail.com); [jmoser@employ-r.com](mailto:jmoser@employ-r.com)  
**Cc:** [stephanie@e3strategies.com](mailto:stephanie@e3strategies.com)  
**Subject:** Re: Message to the LEAP Executive Committee regarding January meeting

Hi everyone,

Happy new year!

I hope you are enjoying the remainder of the holidays. I'm with my family now but understand the urgency that some of you feel now. I will also respond to Wayde once I understand more about what's happening.

As I mentioned before, I'm very confused by some of his comments and I'd like to get clarity about them so we can meet after we are fully informed about what the misunderstandings are. Here's a list of the questions floating among the group that I've heard. It would be great if we could come to a collective understanding of them before our meeting with Wayde. If anyone has anything to add to the list, please do!

- Questions about disregard for LCPS: this is something Michelle brought to our attention and requested that we not do it again. A few people have been searching online and can't find anything. Michelle, can you please indicate what you are referring to so they can stop searching for it and we can all read it?
- Questions about programs: In November, Tonya sent an email with topics and requested us to align them to months. Our meeting with Maura underscored the importance of this and we did it. Everyone was involved in some stage of this. Please look at the meeting minutes that have been posted here: <https://loudouneducationalalliance.wikispaces.com/Executive+committee+notes>. We have active accounts on this space and can access it at our convenience. (The temporary server issue we experienced one day in December was fixed.) I've exported the content of this page onto the attached pdf in case you still have not checked. Tonya told us that she did not have a chance to read the notes before she met with Wayde in

- Advanced Planning: does anyone understand what this means? Wayde refers to a handbook that indicates this should have been done in the spring but we weren't even elected until May and didn't have our first meeting until July. We created a Sept/Oct/Nov/Dec schedule in September (and solicited additional ideas for the second half of the year from delegates in October). Wayde asked us to hold November for a town hall meeting and we did, but once he told us that was cancelled we substituted a mental health resources meeting. We now have a schedule for the rest of the year and it aligns with our delegate priorities.
- Board member tension and unproductivity: we have worked harmoniously for months (to my knowledge) except for the meeting that followed the December meeting fiasco when Wayde told two teachers he wouldn't let them participate. There are many different opinions about how to handle this tense situation, but conflict breeds innovation if we can work collaboratively. We need to work together, with our delegates, and with LCPS to resolve this. A lot of people saw what happened and have since heard about it and want to be part of the solution of setting expectations for moving forward. We are all doing this for the kids and I'm sure we can handle it effectively if we work together.
- Side conversations: I don't know what this means. If something is happening and it concerns you, as Wayde indicates, please share what is happening.
- Board member feelings of not being heard: I hate to think this is happening and would like to understand and correct this. Everyone has a voice on this team and we rely on each person to bring her strengths and skills to the table so we can make recommendations to LCPS that add value.
- Statements on behalf of LEAP: what statements have been made, to whom, and by whom? All delegate motions have been voted on by the delegates.
- Two officers not appointed delegates? Who? Does anyone know anything about documents describing who is eligible to serve and how it is addressed if not followed? I'm not aware of any instructions that weren't followed. It's critical that we obtain this information because we can't follow instructions we don't know about.

Best regards, Stephanie

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On Thu, Dec 28, 2017 at 1:49 PM, Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)> wrote:

To the members of the Loudoun Education Alliance of Parents Executive Committee,

During the past several weeks, I have received complaints from LEAP delegates, the public and school administrators about the way in which LEAP meetings have been conducted this year. After reflecting on the LCPS Parent Group Handbook, I regret to inform you that Loudoun County Public Schools cannot support your January 10, 2018, meeting. This means that staff will not reserve an LCPS facility for this meeting – although you could reserve one through the normal process open to all members of the public – and support staff will not be available for this meeting.

As your LCPS liaison I have several concerns going forward:

1. There seems to be no coherence in forming programs. At present, it appears that subjects submitted by delegates last May and again in October are being ignored. I have worked with the vice president for programs to arrange speakers as we always have, but last-minute invitations have been made without the participation of all the officers, which has led to confusion. For the manner in which programs should be scheduled, I refer you to the LCPS Parent Group Handbook, a copy of which you were provided earlier this year:

#### **Advanced Planning**

The executive members of the parent groups will meet with their LCPS staff liaisons in the spring semester preceding the academic year being planned for to determine the dates and topics of general business meetings. The groups shall do their best to maintain the dates and topics set in these meetings. This is vital due to the fact that LCPS staff plan for and around these

2. There seems to be a feeling that not all board members are being heard in decision-making and that there have been heated discussions and side conversations that have made service on the board tense and unproductive.
3. Statements on behalf of LEAP have been made without the consent of the general membership.
4. It has been brought to my attention that two officers were not appointed LEAP delegates at the time of their election, which would make them ineligible to serve. This issue needs to be addressed.

This is the first time in my 18 years as liaison that I have felt compelled to take such action. LCPS has taken a “hands-off” attitude toward LEAP affairs in the past, but the volume and seriousness of the complaints against members of the LEAP leadership makes this action necessary.

It is my hope that we can meet before the next scheduled meeting – Monday, February 12, 2018 – to discuss our differences and chart a productive path forward.

Wayde B. Byard

Public Information Officer

Loudoun County Public Schools

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